

RESOLUTION NO. 2023-94

RESOLUTION BY THE FINANCE AND HUMAN RESOURCES COMMITTEE AUTHORIZING THE RECLASSIFICATION OF 1 FTE NON-REP NON-EXEMPT WINDOWS TO WORK COACH N70 TO 1 FTE NON-REP EXEMPT LEAD WINDOWS TO WORK COACH E40 EFFECTIVE APRIL 6, 2024 AND USE OF SUFFICIENT FUNDS WITHIN THE 2024 HUMAN SERVICES BUDGET

To the Honorable Members of the Racine County Board of Supervisors:

BE IT RESOLVED by the Racine County Board of Supervisors that the reclassification of 1 FTE Non-Rep Non-Exempt Windows to Work Coach N70 to 1 FTE Non-Rep Exempt Lead Windows to Work Coach is authorized and approved; and

THEREFORE, BE IT RESOLVED by the Racine County Board of Supervisors that the fiscal note as set forth in Exhibit "A," that is attached hereto, is authorized and approved; and

Respectfully submitted,

1st Reading _____

FINANCE AND HUMAN RESOURCES COMMITTEE

2nd Reading _____

BOARD ACTION

Donald J. Trottier, Chairman

Adopted _____

For _____

Against _____

Absent _____

Robert N. Miller, Vice-Chairman

VOTE REQUIRED: 2/3 M.E.

John A. Wisch, Secretary

Prepared by: Corporation Counsel

Nick Demske

Scott Maier

Jody Spencer

Jason Eckman

The foregoing legislation adopted by the County Board of Supervisors of Racine County, Wisconsin, is hereby:

Approved: _____

Vetoed: _____

Date: _____,

Jonathan Delagrave, County Executive

3
4 **INFORMATION ONLY**

5
6 **WHEREAS**, the Windows to Work Program is a grant funding workforce development
7 program that helps inmates who are about to be released into the Racine County area search
8 for and secure employment to ensure successful reintegration into the community after release;
9 and

10
11 **WHEREAS**, this program has seen an increase from one coach to a need for two
12 coaches followed by intensive support to acclimate new employees into the position of teaching
13 within the Racine Correctional Institution and Racine Youthful Offender Correctional Facility;
14 and

15
16 **WHEREAS**, with an ever-growing caseload of individuals returning to the community,
17 the coaching position of Lead has taken on an increased caseload with higher demands coming
18 from these individuals; and

19
20 **WHEREAS**, while the program is designed to maintain specific caseloads, the success
21 lies within the relationship between coach and individual; and

22
23 **WHEREAS**, what we are seeing is a much more consistent need for these individuals to
24 be connected resulting in a longer term of coaching; and

25
26 **WHEREAS**, it is important to understand the profile of a couple of individuals that are
27 served through this position:

- 28 • Male, 49, incarcerated since age of 14 and seeking residence and
29 employment with little acumen for technology or specific skills to support
30 employability.
- 31 • Male, 32, incarcerated since age of 16 and seeking residence and
32 employment with no external support system; and

33
34 **WHEREAS**, as the focus continues on the growing employment needs of Racine County
35 through the Workforce Solutions team, support for this grant funded program is unwavering; and

36
37 **WHEREAS**, the Lead position takes on a larger caseload and serves as an advisor and
38 coach to our second Windows to Work Coach; and

39
40 **WHEREAS**, this role is also considered a hard to fill position given the demands of the
41 work both within the correctional institutions and as an ongoing support coach of individuals with
42 incredibly high support needs; and

43
44 **WHEREAS**, it is being requested to reclass this position from N70 to E40 so that is
45 accurately positioned; and

46
47 **WHEREAS**, it is also being requested to place it above midpoint, so that the pay meets
48 the demands of the work as compared to other like positions within the County.

March-12-2024

FISCAL NOTE RESOLUTION NO: 2023-94

EXHIBIT "A"

Fiscal Year: 2024

FTE	POSITION	GRADE	WAGES	FRINGES	CONTRACT	TOTAL
Positions will be effective April 6, 2024						
HUMAN SERVICES						
-1	WINDOWS TO WORK COACH POSITION 11207	N070	(52,520)	(24,152)		(76,672)
1	WINDOWS TO WORK LEAD COACH	E040	63,024	26,130		89,154
<u>0.000</u>		Total for HUMAN SERVICES	<u>10,504</u>	<u>1,978</u>	-	<u>12,482</u>

* Note: Position will be funded by sufficeint grant funds within the 2024 budget.